

Spring 1987



State of Missouri

John Ashcroft, Governor

Department of Economic Development
Division of Professional Registration

Carl M. Koupal, Jr., Director
Gregg L. Hartley, Director

State Board of Nursing

3523 North Ten Mile Drive, P.O. Box 656
Jefferson City, Missouri 65102
Telephone 314/751-2334

Florence McGuire, R.N., M.S.N.
Executive Director

N E W S L E T T E R

VOLUME XXVIII - ISSUE I

MARCH, 1987

BOARD MEMBERS

<u>NAME</u>	<u>TITLE</u>	<u>TERM EXPIRES</u>
Mary Mitchell, R.N.	President	06/01/88
Jacqueline Hartz, R.N.	Secretary-Treasurer	06/01/88
Elora (Sissy) Borgmeyer	Public Member	09/01/86
Brenda Ernst, R.N.	Member	06/01/89
Matty Jones, L.P.N.	Member	06/01/88
Shael Lawson, L.P.N.	Member	06/01/89
Joyce Neaves, R.N.	Member	06/01/89
(open)	Member	-----

PROFESSIONAL STAFF MEMBERS

Florence B. McGuire, R.N., M.S.N.
Executive Director

Carol Hartigan Blevins, R.N., B.S.N., M.A.
Associate Executive Director for Education

OFFICE STAFF

Tracy Bergman
Pam Groose

Georgiaetta Klebba
Connie Limbach

Liane Pierson*
Stacey Rakes

Lori Scheidt*
Sandy Sebastian*

Linda Strobel
Sherry Toeppen

*Employee of the Month:

December, 1986 - Sandy Sebastian
January, 1987 - Lori Scheidt
February, 1987 - Liane Pierson

PHILOSOPHY FROM FLO

The primary purpose of occupational licensing laws is to protect the health and welfare of the public. The Board of Nursing was created by law at the insistence of the profession and the public that safe nursing care be assured. The State Board of Nursing utilizes three (3) methods of regulation to accomplish this fact:

1. Setting standards and granting approval for schools of nursing.
2. Determining eligibility for initial licensure and relicensure.
3. Taking disciplinary action against licensed individuals who violate the Nursing Practice Act.

The types of disciplinary action available to the Board by law are censure, probation, suspension, revocation and any combination of the above. Censure is the least restrictive form and is simply a letter issued by the Board for violation of the law. It will state the specific behavior which has caused the Board to be concerned. A copy is placed in the individual's record and retained permanently. Probation requires that the nurse meet certain terms established by the Board. Terms may include counseling, letters of evaluation from employers, etc. Probation may not exceed five (5) years and the nurse still retains licensure with the ability to work. Suspension means that the nurse is prohibited from practice for a specified period of time not to exceed three (3) years. Licensure is removed from the individual during that period of time. Upon completion of the period of suspension the license may be returned to the individual. Revocation is the severest form of discipline. The license is taken away and may be obtained only after the same qualifications as for initial licensure are met. That requires permission being granted by the Board to sit for NCLEX and subsequently passing with acceptable scores.

Frequently the Board may utilize a combination of any of the four (4) actions previously mentioned. The most common combination is to order a harsh discipline such as revocation then stay that order and issue a lesser discipline such as probation.

The number of disciplinary actions taken by the Board has risen from four (4) in 1981 to fifty-eight (58) in 1986. Of those disciplined in 1986 86% to 90% were chemical abuse related. The drastic increase in numbers has been of great concern to the Board and in August of 1984 they convened the first meeting of the Impaired Nurse Task Force to grapple with the increasing problem of chemical abuse among nurses.

The Task Force presented recommendations to the Board of Nursing and the Board subsequently requested the Missouri Nurses' Association to establish and maintain a Peer Assistance Program.

Due to the concern of the individual members of the Board of Nursing for their impaired peers along with mandated concern as a regulatory agency for the clients who are served by those nurses, disciplining with the necessary follow-up has become a very heavy load. Every Board Meeting lasts four (4) to five (5) days with two (2) to three (3) days being almost entirely devoted to some segment of the disciplinary process whether it be consideration of investigative reports, disciplinary hearings, probationary meetings or hearings for violation of probation. The Board of Nursing is most eager to have a successfully functioning Peer Assistance Program in place for the benefit of all.

Because of concern for their peers as individuals and the inherent need of nurses to help others, the Board of Nursing views the MONA-PRN Program as the approach that is preferred for dealing with nurses with impaired practice. It would seem to be a much more practical

PHILOSOPHY FROM FLO, cont.

and effective approach, in some instances, to give assistance to an impaired individual through a system of confrontation, evaluation, treatment and follow-up that also contains monitoring and support by one's peers than to take the more punitive approach allowed for in the law.

Through participation on the Peer Assistance Committee which was established by MONA, the Board has had continuous input into the MONA-PRN Program. Progress has been reported periodically to the Board by the Committee in regard to the established process. The Board continues to be mindful of the legislative mandate to guard the safety of the public and takes that charge very seriously while at the same time, trying to establish a means more considerate of the problems of the individual nurses involved. Because of close cooperation between MONA and the Board of Nursing, a nurse may be in the MONA-PRN Program without first being reported to the Board or, on the other hand, an impaired nurse may be referred to the PRN Program after first being reported to the Board but prior to the necessary discipline which might have been taken on the license. If the individual does not stay in compliance with the requirements of the PRN Program she/he will then be reported to the Board of Nursing for discipline.

June, 1986 when MONA-PRN requested permission to commence the Pilot Project the Board was monitoring around fifty (50) people who had been placed on probation or given a period of suspension followed by probation. In the past all who were placed on suspension or probation were requested to appear for a meeting with the Board at which time they were expected to show evidence of working toward recovery/rehabilitation. The Board has felt that evidence is best demonstrated through evaluations from employers and counselors, signed attendance at AA/NA meetings or other support groups, and other requirements which may be unique to the individual situation. Some nurses may elect to continue to be monitored by the Board but many may choose to be monitored by MONA-PRN when given that alternative.

BOOKS OF CURRENT R.N.'S AND L.P.N.'S

There are books available of all Registered Professional Nurses and Licensed Practical Nurses that are currently licensed in the State of Missouri. Anyone wishing a copy of one of these books must send a letter of request to the Missouri State Board of Nursing, Post Office Box 656, Jefferson City, Missouri 65102. The cost will be approximately \$22.50 for Registered Nurses and \$15.00 for Licensed Practical Nurses; cost subject to change. Send no money with letters of request; you will be billed at a later date.

NOTE

Only one (1) Newsletter is being mailed to each institution. Please post the Newsletter in a centralized area for review or route it to as many nurses as possible. This publication may be reproduced and distributed.

ATTENTION EMPLOYERS

Please verify the licensure status of the following with the Missouri State Board of Nursing as they do not hold a Missouri license:

- Pamela Sue Boyer-Hottinger

- Kimberly Neighbors Zacha

- Carolyn Tidmus Tweedie

MESSAGE FROM BOARD MEMBER - BRENDA ERNST

The State Board of Nursing Newsletter is sent four (4) times annually to all institutions that employ nurses, schools of nursing, nursing associations, and also individual nurses and other individuals who have requested to be on the mailing list. The Newsletter is written by the office staff after each Board Meeting, and usually contains a special message from Florence McGuire, Executive Director, and Carol Hartigan Blevins, Associate Executive Director. Another feature of the Newsletter is a message from the appointed Board Members.

The duties of Board Members are defined in Section 355.036 of our Nursing Practice Act. Summarized, our responsibilities include to employ legal counsel and Board staff, to adopt rules and regulations necessary to carry out our Nursing Practice Act, to prescribe minimum standards for nursing education programs, to give examinations, and renew license of qualified applicants, to cause the prosecution of persons violating the Practice Act, to keep records of all proceedings, and to make an annual report to the Governor. The Nursing Practice Act designates that the Board shall have eight (8) members, five (5) of whom must be registered nurses, two (2) must be licensed practical nurses and one (1) non-voting public member. Two (2) of the five (5) registered nurses must have a graduate degree in Nursing, and one (1) of the professional nurses will represent Nursing Practice. In addition, membership shall include representatives with expertise in each level of Nursing Education: Practical, Diploma, Associate Degree, and Baccalaureate.

As the Vice President for Nursing, of the Jewish Hospital of St. Louis, I hold the "Practice" position on the Board. I was appointed to the State Board in 1983 to finish the last two (2) years of a four (4) year term for Dr. Kate Sjeibal who relocated to another state. I was re-appointed in 1985 to a term which will end in 1989. Without question, my years on the Board have been some of the most interesting and challenging times in my twenty-five (25) year career in Nursing Service. In looking back on the many challenges the Board has dealt with, two thoughts stand out in my mind. First, and foremost, is my conviction that we are very fortunate to function under a Practice Act in which Nursing is broadly defined. In many states Advanced Nursing Practice, i.e., Nurse Practitioners or Midwives, is specifically defined and often regulated separately. However, in our Act the definition of Registered Professional Nurse is "generic" and covers all levels of Specialty Nursing Practice. This has given the Board the needed flexibility when we are asked to give opinions on "scope of practice" issues. I believe our Act will serve us well in future years as our practice expands and evolves.

The second thing I feel very proud of is the progress we have made in dealing with chemically impaired nurses. With the cooperation of the Missouri Nurses' Association (MONA) and their PRN Project, we have made positive steps forward in addressing the problem in this State. I applaud MONA for taking on this extremely important responsibility. Special thanks is due Jan Eichhorn, R.N., Cape Girardeau, who chairs this Program, and all the volunteer nurses around the State who give of their time and energy to make the Program a success.

MESSAGE FROM BOARD MEMBER - BRENDA ERNST, cont.

I am often asked what I see as the future role of our State Board of Nursing in regulating "Entry Level". At this point, the Board has no official position on what Entry Level requirement should be. It is my personal opinion that change in the current Entry Levels will be slow in Missouri. However, other states are moving forward and changes in educational requirements are likely to occur, therefore, I believe we will soon have to struggle with how to endorse (grant reciprocity) Nurses entering Missouri who have different "titles" and educational preparation.

In summary, I want to express my appreciation for the opportunity and challenges afforded me as a Board Member. I have especially enjoyed meeting so many nurses from around the State. I am continually impressed with the dedication of nurses in Missouri, and their concerns for quality patient care.

DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING

East of the State via I-70:

Exit at the Kingdom City - Highway 54 West - State Capitol Exit.
Proceed on Highway 54 West (will cross the Missouri River Bridge).
Exit at the Highway 50 West - Sedalia Exit.
Proceed on Highway 50 West to the Truman Boulevard Exit and turn right.
*(see below)

West of the State via I-70:

Exit at the Highway 63 South - Jefferson City Exit (in Columbia, Missouri).
Proceed on Highway 63 South
Exit at the Highway 54 West (will cross the Missouri River Bridge).
Exit at the Highway 50 West - Sedalia Exit.
Proceed on Highway 50 West to the Truman Boulevard Exit and turn right.
*(see below)

West of the State via Highway 50 East:

Proceed on Highway 50 East to the Truman Boulevard Exit.
Turn left at the stop light onto Truman Boulevard.
*(see below)

East of the State via Highway 50 West:

Proceed on Highway 50 West to the Truman Boulevard Exit.
*(see below)

*NOTE:

Continue on Truman Boulevard pass the Capital Mall.
Turn left on Scott Station Road (the first street past the Exchange National Bank).
Take the first right onto North Ten Mile Drive.
The Board of Nursing Office is located in the Professional Registration Building (first building on the right - metal, cream colored siding).

NCLEX EXAMINATION DATES FOR 1987

<u>TYPE</u>	<u>DATE(S)</u>	<u>LOCATION</u>	<u>BOARD DEADLINE</u>
NCLEX-PN	April 7, 1987 Tuesday	Ramada Inn Jefferson City, Missouri	February 23, 1987
NCLEX-RN	July 14 and 15, 1987 Tuesday and Wednesday	University Plaza Trade Center Springfield, Missouri	May 29, 1987
NCLEX-PN	October 20, 1987 Tuesday	University Plaza Trade Center Springfield, Missouri	September 4, 1987

BOARD MEETING DATES AND DEADLINES

<u>MEETING DATES</u>	<u>AGENDA DEADLINE</u>
March 30 through April 3, 1987	March 9, 1987
June 22 through June 26, 1987	June 1, 1987
October 5 through October 9, 1987	September 14, 1987

NOTE: All Board Meetings will be held in the Conference Room of the Professional Registration Building, 3523 North Ten Mile Drive, Jefferson City, Missouri. Meetings begin at 8:30 a.m. each day, unless otherwise designated. Meetings are open to the public except for review of licensure disciplinary problems. A Public Agenda is published for each Meeting.

COMMENTS FROM CAROL

Due to concerns about maintaining the security of individuals' license numbers, as well as increasing our speed in processing licensure results, the Board voted to discontinue the practice of providing graduates' license numbers to schools of nursing on the school examination results form. The Rules and Regulations of the Missouri State Board of Nursing require only the release of standard scores, if released by the candidate, or pass/fail status, to directors of programs of professional/practical nursing.

At the 1986 Delegate Assembly of the National Council of State Boards of Nursing, after a lengthy discussion, the delegates referred back to the Examination Committee a recommendation to institute a scoring policy whereby a passing score will be reported as "pass" and a failing score will be reported numerically along with the diagnostic profile. The Committee was given directions for securing additional data to respond to delegate concerns.

The recommendations came as a result of concerns regarding potential discriminatory and/or improper use of numerical passing scores. Examination scores have reportedly been misused in making employment decisions and in evaluating applications for entrance into advanced nursing educational programs. According to Jennifer Bosma, Director of Testing Services

COMMENTS FROM CAROL, cont.

for NCSBN, "The most legitimate uses of scores are those that relate most directly to the purpose of the licensure examination. This principle points to the action of licensing passing candidates and denying licensing to failing candidates as the single most appropriate use of NCLEX scores." Dr. Bosma further states that, "Other uses of scores are appropriate to a varying degree. Generally, uses based on group data related to percentages of candidates passing or failing are more appropriate than uses based on average scale scores or scale score ranges. The most inappropriate uses are those involving comparisons of individual candidate performances on the basis of scale scores."

Dr. Bosma also cautions that, "Interpretation of results of individuals or small numbers of people must be done much more tentatively than interpretation of large group results. Large numbers impart a stability to summary scores that cannot be assumed for individual scores. Individual scores should always be interpreted as ranges rather than points. Furthermore, the test items are selected so as to provide the highest precision possible at the passing point. Therefore, as one interprets scores of individuals increasingly far from the passing point, the ranges that correspond to the scores become wider and wider. Thus, extremely high or low scores must be interpreted with great caution since the individual's 'true' score may be tens or even hundreds of points lower or higher. Obviously, ranking scores with this degree of precision could be quite misleading."

The purpose of the licensure examination is to assess the achievement of needed competencies to perform safely and effectively as a newly-licensed nurse. The numerical scores on the licensure examination provide no information about the employment potential of new graduates, nor do they predict an individual's ability to succeed in advanced nursing educational programs and, therefore, should not be used for those purposes.

The implications of this issue were debated by the delegates, and will undoubtedly be a continuing issue. We would appreciate receiving your input in this office so that we can present your concerns to our Board, as well as to the NCSBN Examination Committee. We expect to receive several articles in the near future which further address this issue from a legal perspective and speak to the concerns about research. Please contact me if you are interested in further information about this issue.

Included in this newsletter is an algorithm for new graduate licensure. This flow chart was prepared for employers to assist graduates in following proper licensure procedure. The "Permission for Out-of-State Graduates to Work Pending Results of the First Examination" form is also known as a Graduate Temporary Permit. It is up to each individual institution to determine whether or not they will require such a form from graduates who will be writing/have written the examination in another state. The permit was developed simply to establish a system whereby individuals recently graduated from nursing programs in another state, territory or foreign country and potential Missouri employers can determine whether or not the graduate may practice under the exemption found in section 335.081(6), RSMo. Issuance of the graduate temporary permit IS NOT a prerequisite to practice under the Exempted Practices and Practitioners clause. We encourage employers to have the out-of-state graduates initiate the licensure process as soon as possible, however, because the graduate has only 30 days after scores are received to obtain their regular Missouri Temporary Permit. After the 30 day grace period, the graduate can no longer work without a regular Temporary Permit or Missouri license.

Finally, we will be conducting the renewal verification service for employers again this year and the procedure for participating in this program is included in this Newsletter.

GRADUATE NURSE BEFORE EXAM RESULTS ARE RECEIVED

Writing the first available examination after graduation?

- NO -

Cannot work in Missouri as a graduate nurse/does not qualify under 335.081 (6); Exempted practices and practitioners.

YES

Writing examination in Missouri?

- NO -

Does employer require "Permission For Out-Of-State Graduates to Work Pending Results of the First Examination" form from MSBN?

- NO -

Graduate may work under 335.081 (6) until examination results are received. Employer will need to verify that an individual is scheduled/has written the licensure exam with the appropriate Board of Nursing

YES

YES

Does not require a Graduate Temporary Permit; can practice under 335.081 (6) until examination results are received. MSBN staff can provide telephone verification of individuals who are scheduled to/have written the licensure exam.

Graduate should be directed to request in writing an application for interstate licensure by endorsement from MSBN. When application and verification from the other state are received, this office will issue the Permission for Out-Of State Graduates to Work Pending Results of the First Examination form.

COMMENTS FROM CAROL

IT'S LICENSE RENEWAL TIME

Licensed Practical Nurse 1986-87 Licenses expire on May 31, 1987.
IT IS ILLEGAL FOR AN LPN TO PRACTICE NURSING WITHOUT A RENEWED LICENSE AFTER MIDNIGHT OF MAY 31, 1987.

Registered Professional Nurse 1986-87 Licenses expire on April 30, 1987.
IT IS ILLEGAL FOR AN RN TO PRACTICE NURSING WITHOUT A RENEWED LICENSE AFTER MIDNIGHT OF APRIL 30, 1987.

NOTICE TO EMPLOYERS - LICENSE RENEWAL PROCEDURE

1. Notify nurses that they must have a current license on May 1, 1987 for Registered Professional Nurses, or they cannot work after this date without:
 - A. Proof of a current license.
 - B. Telephone or written verification from the State Board of Nursing that they have renewed. Written verification must have Board Seal.
2. Notify nurses that they must have a current license on June 1, 1987 for Licensed Practical Nurses, or they cannot work after this date without:
 - A. Proof of a current license.
 - B. Telephone or written verification from the State Board of Nursing that they have renewed. Written verification must have Board Seal.

**THANK YOU FOR YOUR ASSISTANCE LAST RENEWAL PERIOD
PLEASE ALLOW US TO VERIFY RENEWALS FOR YOU AGAIN**

PROCEDURE

1. On April 15th for RN's and May 15th for LPN's please make a list of nurses who have not shown a current/renewed license for verification.
2. Mail the list to the Board of Nursing Office, listing the nurses that have not renewed. Please include the following information:
 - A. Person to contact at your institution for verification from Board.
 - B. Full name of Nurse who has not renewed.
 - C. License Number - (This information is necessary)
3. The Board of Nursing Office will verify the names and numbers submitted and send the listing back to you verifying those individuals that have renewed.
4. The Board will retain a copy of the listing. The last day of renewals we will contact your facility and verify those that have renewed.

**AGAIN THANK YOU FOR ASSISTING US WITH
THE RENEWAL VERIFICATION PROCEDURE**

EMPLOYMENT GUIDELINES

To assist employers in hiring new employees, the following information is provided:

VALIDATION OF LICENSURE: Ask to see an original current Missouri license or temporary work permit before the new employee reports to orientation. A temporary work permit will have a raised Board Seal. A duplicate license will look like a regular wallet license but will have "DUPLICATE" typed below date license expires. The Board staff will be happy to give telephone verification of licensure status to employers.

ABOUT ORIENTATION: Orientation is considered to be employment. Any nurse in orientation must have either a valid Missouri temporary work permit or a current Missouri license. The only exception to this policy is the new graduate pending results of the first available licensing examination after graduation. Individuals who missed or failed the first licensing examination after graduation may not work as a nurse without a valid Missouri temporary work permit, results indicating "PASS" and a letter of verification or current Missouri license, as they are not covered under the exempted practices clause.

EMPLOYMENT VERIFICATION: Occasionally the Board staff will call an employer to verify whether an applicant for licensure or an individual renewing a lapsed license is employed as a nurse at that facility. This occurs when an applicant indicates on the licensure application that they either are currently practicing nursing in Missouri, or are scheduled to begin a new job before their temporary permit can be issued. Many nurses have the impression that there is some sort of "automatic reciprocity" between bordering states. Some nurses believe that once they have made application for licensure to this office, they may begin working before a temporary permit is issued. Others have stated that they are employed as nurses in Missouri, but ARE NOT performing any patient care activities and, therefore, do not require Missouri licensure. The Board policy is that anytime an individual is receiving compensation as a nurse, whether they are performing patient care activities or not, they are working as a nurse in Missouri, and thus, do require a Missouri license or temporary permit. The Board staff will ask an employer specific questions for clarification including:

1. Does this individual's job description require that they be an R.N./L.P.N.?
2. Would you be able to hire a person in this position if they were not an R.N./L.P.N.?
3. Does this individual sign R.N./L.P.N.?

These questions are based on 335.076 RSMo which states, "No person shall practice or offer to practice professional nursing or practical nursing in this state for compensation or use any title, sign, abbreviation, card, or device to indicate that such person is a practicing professional nurse or practical nurse unless he has been duly licensed under the provisions of sections 335.011 to 335.096."

We appreciate your assistance in verifying employment status on these individuals. We conduct this verification by telephone rather than in writing to expedite the licensure process for these applicants. If your facility requires this verification to be done in writing, please be aware that this will delay licensure for these individuals by at least one week.

PROPER SUPERVISION: 4 CSR 200-5.010 (1) The definition based upon chapter 335 are used by the Missouri State Board of Nursing. Proper Supervision means the general overseeing and the authorizing to direct in any given situation. This includes orientation, initial and ongoing direction, procedural guidance and periodic inspection and evaluation.

UPDATE ON ALZHEIMER'S DISEASE
MISSOURI ALZHEIMER'S DISEASE AND RELATED DISORDERS TASK FORCE

The Alzheimer's Disease and Related Disorders Task Force thanks Missouri's nurses for their contributions to the care of Alzheimer's victims and assistance to family caregivers.

This is the first article in a series of information updates the task force will be supplying for this Newsletter. While most readers will have a familiarity with the disease, this review is designed to refresh your memories.

Alzheimer's disease is a progressive, deteriorating, incurable neurologic disease that leads to death - usually after a period of seven (7) to ten (10) years. It is the most common form of dementia but IT IS NOT A NORMAL CONSEQUENCE OF AGING.

The physical changes in the brains of Alzheimer's patients are reflected in the victim's behavior.

The following are symptoms of the various stages of Alzheimer's disease:

Early Stages:

- Difficulty remembering recent events.
- Personality changes.

Early-Mid Stages:

- Capable of remembering fewer things.
- May become withdrawn.
- Simple daily tasks become complex or impossible.

Mid-Late Stages:

- Recent memory loss becomes more pronounced.
- Reasoning deteriorates, resulting in depression or restlessness.
- Concentration, speech and handwriting degenerate.
- Possibility of becoming violent.

Late Stages:

- Unable to dress, bathe, or feed oneself.
- Totally dependent on others for care.
- Unable to communicate.

As a result of Alzheimer's disease, the victim dies twice ... first his/her mind and then his/her body.

Alzheimer's most commonly attacks individuals after the age of 65. Seven percent (7%) of all persons over the age of 65 are affected by it; but twenty percent (20%) of those over the age of 80. Alzheimer's has become the fourth leading cause of death among older adults and accounts for more than fifty percent (50%) of all dementia cases. In Missouri, over 66,000 older adults suffer from Alzheimer's disease. Given current population trends, this number will practically double in the next 50 years.

UPDATE ON ALZHEIMER'S DISEASE, cont.

The cause of the disease remains unknown and accurate diagnosis is difficult because it cannot be proven without microscopic examination of brain tissue. While the symptoms can be treated, the prognosis for victims is poor.

The patient is not the only victim. Family members who ultimately provide 24 hour a day care for a person who will never improve are under tremendous stress. Because of personality changes, it becomes difficult or impossible to find people to care for Alzheimer's patients in order to provide the primary caregivers some respite. Even if such a person can be found, the \$8.00 to \$10.00 per hour cost is often beyond the financial ability of the caregivers, and Medicare and private insurance do not cover such custodial care.

The unusual nature of this disease requires a special awareness by those in contact with Alzheimer's victims of the behavioral changes and functional limitations of the patient. Great patience is necessary.

If you have any questions about Alzheimer's Disease or the progress of the task force, please contact your local Alzheimer's Disease and Related Disorders Association (ADRDA) Chapter or call the Missouri Division of Aging at 1-800-235-5503.

SITE VISITS

As in the past, I am still interested in visiting your hospital, institution, or agency. Please feel free to contact me and we can set up a time to share some of our ideas.

Florence McGuire, R.N., M.S.N.
Executive Director

JANUARY, 1987 BOARD ACTION - LPN/IV THERAPY COURSE PROPOSALS

Lenior Health Care Center
Columbia, MO

Submitted by Sue Vize, R.N.

Approved

Saline County Career Center
Marshall, MO

Submitted by Cliff Lear

Approved

Pending

Written Verifi-
cation of

Qualified R.N.

Instructor

 JANUARY, 1987 BOARD ACTION - PROFESSIONAL AND PRACTICAL SCHOOLS OF NURSING

<u>NAME OF SCHOOL</u>	<u>REQUEST</u>	<u>DECISION</u>
East Central College Union, MO	Request approval for a change in credit hours.	Approved
Four Rivers AVTS Washington, MO	Response to Board recommendation following 5-year site survey report.	Accepted
Kirksville Public Schools Kirksville, MO	Request approval of curriculum changes.	Approved
Maryville College Maryville, MO	Request approval for use of St. Joseph Hospital and Christian Hospital NE/NW as additional clinical facilities.	Approved
Park College Parkville, MO	Request approval of proposal to establish an ADN Career Mobility Program in cooperation with Jennie Lund Practical Nursing Program and Kansas City Board of Education Practical Nursing Program.	Approved
Southeast MO State University ADN Cape Girardeau, MO	Request approval for the use of Cape Girardeau Nursing Center as a clinical facility.	Approved for Observational Purposes Only
Southeast MO State University BSN Cape Girardeau, MO	Request approval for the use of Cape Girardeau Nursing Center as a clinical facility.	Approved for Observational Purposes Only
St. Louis Community College Florissant Valley, MO	Report of 5-year site survey report.	Approved with Recommendations
St. Louis Community College Forest Park, MO	Report of 5-year site survey report.	Approved with Recommendations
St. Louis Community College Meramec, MO	Report of 5-year site survey report.	Approved with Recommendations
University of Missouri Columbia, MO	1. Request approval of curriculum changes.	Approved
	2. Request approval for use of Candlelight Manor as an additional clinical facility.	Approved Pending Initial Site Survey Report and Subsequent Board Approval
Warrensburg Practical Nsg. Program Warrensburg, MO	Report of 5-year site survey report.	Approved with Recommendations

DISCIPLINARY HEARINGS

1. Thelma Brinson, R.N. 68516, San Diego, CA: REVOKED 01/26/87. While employed as an R.N. in Colorado, licensee falsified and made incorrect entries on patient records and not making essential entries on records. License in Colorado revoked.
2. Delona Lewis, L.P.N. 16914, Stella, MO: REVOKED 01/26/87. While employed as an L.P.N. in a supervisory position at a residential care facility, licensee's conduct showed, on several occasions, misconduct, gross negligence, violation of professional trust and confidence.
3. Deborah Triplett McRoberts, L.P.N. 31032, Warrenton, MO: CENSURED 01/26/87. While employed as an L.P.N., licensee misappropriated Benadryl by removing from patient's medical card and administered to herself while on duty. Licensee pre-charted on patient charts administration of a medication to patients at a time when licensee had already clocked out.
4. Marsha Elaine Brown, R.N. 63635, St. Louis, MO: CENSURED 01/26/87. While employed as an R.N., licensee failed to properly follow hospital policy.
5. Jacquelyn D. Duncan, L.P.N. 12419, Kansas City, MO: REVOKED 01/26/87. While employed as an L.P.N., licensee signed out Demerol to a patient for whom no doctor had ordered Demerol. Licensee misappropriated some portion of the drugs signed for. Licensee administered portion of the drugs to herself while on duty and dispensed some portion to third party.
6. Carolyn Young, R.N. 89262, Columbia, MO: REVOKED. ORDER OF REVOCATION STAYED. PROBATION TWO (2) YEARS, 01/26/87 TO 01/26/89. While employed as an R.N., licensee misappropriated drugs from hospital supplies. Licensee convicted of shoplifting merchandise from Wal Mart.
7. Martin D. Millard, L.P.N. 33351, Kansas City, MO: REVOKED. ORDER OF REVOCATION STAYED. PROBATION TWO (2) YEARS, 01/26/87 TO 01/26/89. While employed as an L.P.N., licensee physically abused a patient.
8. Deborah Payne, L.P.N. 28375, Harviell, MO: REVOKED. ORDER OF REVOCATION STAYED. PROBATION TWO (2) YEARS, 01/26/87 TO 01/26/89. While employed as an L.P.N., licensee misappropriated Tylenol #3 by removing some tablets from patient's medical cart and administered to herself while on duty.
9. Sandra Tabaka Welker, R.N. 76837, St. Louis, MO: REVOKED 02/24/87. Violation of Disciplinary Order.
10. Diona Johnson, L.P.N. 37598, Lake Ozark, MO: REVOKED 02/24/87. Violation of Disciplinary Order.
11. Judy Welsh, L.P.N. 19313, Gladstone, MO: PROBATION CONTINUED. Violation of Disciplinary Order.
12. Iva Pauline Curtis, L.P.N. 22588, Arnold, MO: REVOKED. ORDER OF REVOCATION STAYED. SUSPENDED SIX (6) MONTHS, 02/06/87 TO 08/06/87, IMMEDIATELY FOLLOWED BY PROBATION FOR TWO (2) YEARS, 08/06/87 TO 08/06/89. While employed as an L.P.N., licensee misappropriated Demerol from facility and administered Demerol to herself while on duty.

OTHER ACTIONS TAKEN BY THE BOARD

1. Barbara Elder Williams Owens, R.N. 36231, Silver City, New Mexico: PROBATION COMPLETED 01/11/87.
2. Genevieve E. Talbert Dempsey, L.P.N. 33287, Kennett, Missouri: PROBATION COMPLETED 01/14/87.
3. Pamela Petrasek, R.N. 99281, Kansas City, MO: CONSENT AGREEMENT. REVOKED. ORDER OF REVOCATION STAYED. PROBATION THREE (3) YEARS, 12/11/86 TO 12/11/89. License under consent agreement with Board and violated terms of agreement.
4. Marcelay Sharp, R.N. 98336, Carthage, MO: CONSENT AGREEMENT. REVOKED. ORDER OF REVOCATION STAYED. PROBATION THREE (3) YEARS, 02/13/87 to 02/13/90. Licensee attempted to obtain a controlled substance by fraud.
5. Elizabeth Trichell, R.N. 97990, Broken Arrow, OK: CONSENT AGREEMENT. SUSPENDED 01/28/87. While employed as R.N., licensee removed Cocaine from hospital supplies for her own use.
6. Linda DeWitt, R.N. 78948, Neosho, MO: CONSENT AGREEMENT. REVOKED. ORDER OF REVOCATION STAYED. PROBATION THREE (3) YEARS, 01/28/87 TO 01/28/90. Licensee became dependent on Codeine in prescribed medications and began misappropriating Demerol, Morphine, and Nubain from hospital supplies. Licensee administered these drugs to herself.
7. Betty Nolan, R.N. 51842, Denver, CO: CONSENT AGREEMENT. REVOKED 02/13/87. While employed as R.N., on several occasions licensee administered or recorded on Narcotic and Controlled Drug Administered Record as if she administered a controlled substance without doctor's order. License in Colorado revoked.
8. Charles Long, L.P.N. 36869, St. Charles, MO: CONSENT AGREEMENT. REVOKED 02/24/87. Licensee is chemically dependent on alcohol. Consumption of alcohol impairs licensee's ability to perform the functions and duties of an L.P.N.
9. Deborah Dahm, R.N. 79808, Hutchinson, KS: CONSENT AGREEMENT. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FIVE (5) YEARS, 02/24/87 TO 02/24/92. Licensee fraudulently obtained for her own use, Tylenol #3 and Phenergan with codeine by using DEA numbers of two (2) doctors to call in prescription.
10. Sharon Brockmire, R.N. 50746, Louisville, KY: CONSENT AGREEMENT. PROBATION 02/24/87. While employed as an Advanced Registered Nurse Practitioner, Designated Nurse Anesthetist in Louisville, Kentucky, licensee took Demerol on multiple occasions by taking Demerol which was to be wasted.

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING

NAME	TYPE	NUMBER	ACTION	EFFECTIVE DATES
Alexander, Margaret	RN	26043	Probation	09/17/86 to 09/17/87
Anderson, Michael Robert	RN	93419	Revoked	04/14/86
Anson, Constance Marie	RN	84819	Revoked	12/09/85
Armbruster, Paula	LPN	25695	Revoked	08/27/86
Auten, Carl	RN	86414	Probation	01/24/86 to 01/24/89
Bagwell, Donna Major	RN	84292	Probation	08/20/86 to
Barker, Penny	RN	98607	Probation	06/07/85 to 06/07/87
Bates, Rita	LPN	23826	Suspended	03/24/86 to 09/24/86
			Probation	09/24/86 to 09/24/88
Beecher, Donna O.	LPN	37922	Probation	04/10/86 to 04/10/89
Bergeron, Elizabeth	RN	102571	Probation	05/19/86 to 05/19/88
Borgstrom, Anne Louise	LPN	20812	Revoked	11/04/85
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Brinson, Thelma	RN	68516	Revoked	01/26/87
Brockmire, Sharon	RN	50746	Probation	02/25/87
Buck, Obie, Jr.	LPN	31675	Probation	11/17/86 to 11/17/89
Carter, Tommy Lee	LPN	20135	Suspended	04/14/86 to 04/14/87
			Probation	04/14/87 to 04/14/90
			Probation	04/14/86 to 04/14/89
Cartier, Dwight David	RN	71334	Revoked	02/07/86
Caruthers, Verdina Tate	LPN	15535	Suspended	01/26/84 to 01/26/87
Cathey, Etta Mae Henderson	RN	59993	Probation	07/10/85 to 07/10/87
Chapman, Kent Douglas	RN	91110	Probation	06/01/86 to 06/01/88
Clossick, Tom	LPN	37953	Probation	06/06/86 to 06/06/89
Cobb, Lynne	RN	64592	Suspended	05/05/85 to 08/05/88
Conway, Karen Sue	LPN	27460	Probation	07/31/86 to 07/31/88
Cooper, Brenda	LPN	15252	Probation	One (1) Year From
Crawford, Gloria J.	LPN	25303	Probation	Date Renewed
			Suspended	02/06/87 to 08/06/87
Curtis, Iva Pauline	LPN	22588	Probation	08/06/87 to 08/06/89
			Probation	02/24/87 to 02/24/92
Dahm, Deborah	RN	79808	Probation	08/27/85 to 08/27/88
Davis, Verna	RN	90462	Probation	12/02/85 to 12/02/87
Deren, Tonia Hess	LPN	37134	Probation	01/28/87 to 01/28/90
DeWitt, Linda	RN	78948	Suspended	11/06/86 to 05/06/87
Drury, Charlene J. Brackett	RN	105112	Probation	05/06/87 to 05/06/92
			Revoked	01/26/87
Duncan, Jacquelyn D.	LPN	12419	Revoked	07/23/85
Flanders, Jerry Alan	RN	85410	Suspended	04/14/86 to 10/14/86
Flowers, Charles	RN	45212	Probation	10/14/86 to 10/14/89
			Probation	08/13/85 to 08/13/88
Franklin, David Mark	RN	90577	Suspended	04/01/86 to 10/01/86
Fugate, Judy Marie	RN	82748	Probation	10/01/86 to 05/20/89
			Probation	10/09/84 to 10/09/87
Gerfen, Donna Lynn	RN	81580	Probation	04/17/86 to 04/17/91
Glass, Katherine Sue Doss	RN	70131	Probation	01/17/85 to 01/17/87
Goetz, Debra	RN	71500	Probation	01/24/86 to 01/24/89
Goldsmith, Barbara	RN	84862	Probation	07/31/86 to 07/31/89
Goode, Jane O.	LPN	33257	Revoked	06/31/86
Harris, Janice Rogers Gensert	RN	79291	Probation	10/16/85 to 10/16/88
Haus, Mary Kimberly	LPN	26620	Probation	10/09/84 to 10/09/87
Haynes, Julia C.	LPN	30301	Probation	

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Helferstay, Ronald	RN	82645	Probation	06/09/86 to 06/09/89
Hodgson, Mary Ruth	RN	81533	Suspended	01/24/86 to 01/24/88
			Probation	01/24/88 to 01/24/91
Holland, Gwendolyn	RN	95077	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Humphries, Beverly	LPN	36854	Probation	06/07/85 to 06/07/87
Ingrassia, Connie	RN	49423	Probation	08/08/86 to 08/08/89
Jansen, Thomas	RN	94728	Revoked	08/20/86
Johnson, Diona	LPN	37598	Revoked	02/24/87
Johnson, Eva Whitener	LPN	12871	Probation	10/17/83 to 10/17/88
Johnston, Terri Lynn	LPN	35034	Revoked	10/16/85
Jones, Gary David	LPN	31887	Probation	04/14/86 to 04/14/88
Keely, Linda Tingstrom	RN	87593	Revoked	10/10/85
Keener, Carolyn Finch	RN	71266	Revoked	10/16/85
Kimball, Martha Riley	LPN	15448	Revoked	10/08/86
Leas, Jennifer Rittman	RN	69657	Probation	04/10/86 to 04/10/89
Lewis, Delona	LPN	16914	Revoked	01/26/87
Link, Deanna Price	LPN	22445	Revoked	02/07/86
Logan, Linda Mattli	RN	81553	Probation	10/16/85 to 10/16/89
Long, Charles	LPN	36869	Revoked	02/24/87
Long, Christopher	RN	94509	Suspended	02/19/86 to 02/19/87
			Probation	02/19/87 to 02/19/90
Matlock, Brenda Gale	RN	55879	Suspended	10/09/84 to 10/09/87
McClain, Nadene Helton	LPN	26753	Suspended	08/25/86 to 08/25/89
			Probation	08/25/89 to 08/25/92
McKeon, Linda K.	RN	90974	Revoked	10/08/86
Mehlman, Gloria Ojeda	RN	90411	Revoked	10/08/86
Millard, Martin D.	LPN	33351	Probation	01/26/87 to 01/26/89
Moix, Margie Dean	RN	43034	Suspended	06/21/84 to 06/21/87
Moody, Edwin	LPN	27657	Suspended	09/29/86 to 01/24/87
			Probation	01/24/87 to 01/24/90
Moss, Wanda Marie	LPN	31777	Revoked	01/29/85
Nolan, Betty	RN	51842	Revoked	02/13/87
Nolie, Russell	RN	72865	Probation	09/03/86 to 09/03/89
O'Brien, Mary	RN	23914	Revoked	07/10/85
Olcott, Judith	RN	75815	Probation	10/10/85 to 10/10/88
Parkinson, Wanda Lynn	RN	82166	Revoked	07/31/86
Parks, Lorette	RN	71495	Probation	05/01/86 to 05/01/89
Payne, Deborah	LPN	28375	Probation	01/26/87 to 01/26/89
Petrasek, Pamela	RN	99281	Probation	12/11/86 to 12/11/89
Reaves, Anne	RN	39084	Revoked	10/04/86
Rhodes, Jill Neupert	LPN	22734	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Rippey, Louise	RN	94421	Suspended	04/21/86 to 04/21/87
			Probation	04/21/87 to 04/21/90
Riley, Allene Alfretta	LPN	14741	Revoked	02/07/86
Rolfers, Mary Jane	RN	81519	Probation	04/04/85 to 04/04/88
Rose, Donna Lehman	RN	79559	Revoked	10/04/86
Ross, Robert Lee	LPN	17346	Probation	07/31/86 to 07/31/88
Salas, Cynthia	LPN	31085	Probation	11/19/86 to 11/19/90
Schmaltz, Diana	RN	46969	Probation	01/24/86 to 01/24/88

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Scroggins, John Perry	RN	91101	Suspended	04/14/86 to 04/14/87
			Probation	04/14/87 to 04/14/90
Seiller, Nellie	RN	76828	Revoked	10/08/86
Semple, Deborah Ochoa	RN	78157	Suspended	10/08/86 to 10/08/87
			Probation	10/08/87 to 10/08/90
Sharp, Marcelay	RN	98336	Probation	02/13/87 to 02/13/90
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Shull, Gregory Scott	RN	85151	Revoked	08/27/86
Smith, Kimberly Clark	RN	79372	Suspended	04/14/86 to 04/14/87
			Probation	04/14/87 to 04/14/90
Sooter, Martha	RN	64567	Probation	09/12/86 to 09/12/89
Steadman, Wanda	RN	97475	Revoked	08/04/86
Sudholt, Rebecca Sansevere	RN	91662	Probation	04/14/86 to 04/14/89
Swilley, Roger Murray	RN	68025	Suspended	09/11/85 TO 09/11/87
Tennell, Linda Jean Garrison	LPN	23829	Probation	10/16/85 to 10/16/87
Thompson, Raymond	RN	75561	Probation	11/21/86 to 05/19/87
Thuet, Barbara	RN	67063	Probation	08/29/86 to 08/29/89
Timm, David Andrew	RN	81288	Probation	02/13/85 to 02/13/88
Trankler, Glenda Terry	RN	89685	Probation	10/04/84 TO 10/04/87
Trichell, Elizabeth	RN	97990	Suspended	01/28/87
Turner, Roy Jones	LPN	32869	Probation	01/24/86 to 01/24/89
Tweedie, Carolyn Tidmus	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Vohsen, Sharon	RN	80052	Probation	08/19/86 to 09/19/89
Welborn, Judith Talbot	RN	97760	Probation	02/11/85 to 02/11/88
Welker, Sandra Tabaka	RN	76837	Revoked	02/24/87
Wells, Kelly Adron	LPN	23693	Probation	07/10/85 to 07/10/88
Welsh, Judy	LPN	19313	Probation	12/06/86 to 12/06/88
Wendt, Leona Howard	RN	57313	Revoked	10/04/86
Yocum, Paulette Lampkins	LPN	14956	Probation	05/28/86 to 05/28/89
Young, Carolyn	RN	89262	Probation	01/26/87 to 01/26/89
Zacha, Kimberly Neighbors	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

Missouri State Board of Nursing
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